



Favorite food:

Everything except tongue. With lots of beer.



Favorite city:

Avignon, France



Favorite animal:

USB hamster wheel



Uwe Funk

Born in: Waldshut, Germany

Birthdate: April 30, 1973

Astrological sign: Taurus

Nationality: German

Education: Industrial Administration

Lives in: Cham, Switzerland

Works at: BSI Baden

How have you experienced the development of BSI since 1997?

When I started the company was still very amateur – but not unfriendly. BSI has since grown up. Many things are new or more professional: the presentation, the marketing, how we follow up on leads. It’s amazing that everything has remained so good for “normal” team members throughout the entire growth phase. The autonomy of employees still comes first: I still have responsibility in projects, direct contact with clients and self-organization within my team.

In your opinion, what would the perfect company be like?

Growth seems to stir up fears of losing control. Already when we reached around 60 employees, people were calling for more structure and hierarchy. We debated whether departments or another form of organization had now become necessary – but no one really wanted this. At 100 employees, the discussion started again. But there’s no point in it. Such hierarchies lead to the creation of walls and barriers, as well as promoting a competitive mindset – who needs that? Maybe there are some advantages – but I don’t think we would benefit from them. I’ve always had trouble with unnecessary hierarchies.



MEET THE TEAM

Allow us to introduce you?

TEXT: CATHERINE B. CROWDEN

PHOTOS: VARIOUS SOURCES

What does BSI mean to you?

BSI is more than an employer. The company has grown dear to me, and that includes both my co-workers and also the office. I feel at home in Baden-Dättwil. You can truly depend on the people at BSI – and on everyone, not just those in your own team. Everyone gives their all, without being asked, and they also always put project success and thus client satisfaction first. I hope that I can also pass on these values to my team, my project and our clients.

What does the BSI value “craftsmanship” mean to you?

I like to illustrate this with a table analogy. A good carpenter makes you a nice, simple oak table, which is always recognizable – even when it’s upside down – as such. Design may look refined, but sometimes it’s difficult to tell which side is up and which is down. And when it’s broken you can’t fix it. When I write software, I could also make it complicated and refined – this would make me an irreplaceable specialist and I’d be the only person who could make changes. The next person would need a lot of time to orient himself. This is not fair to clients and colleagues. Each developer should be replaceable.

What do you do in your free time?

I started practicing judo when I was six years old and continued with it until I tore ligaments 15 years ago. I stopped for 10 years for fear of re-injury. Two years ago, I started back in Cham and now also train the juniors.

What bothers you at BSI?

I find it a shame that I know so few people at BSI – earlier everyone knew each other. But I think it’s the same with everyone. You even lose track of people from earlier projects. So I look forward to seeing them at one of the many BSI events.

What pleases you at BSI?

That the development of BSI has functioned so well. It’s no easy task to grow from under 20 to over 160 employees, especially when nothing is supposed to change for the worse for the employees. BSI can grow further and will do so as long as clients continue to place orders with us. Who would turn down a cool project? Our company culture can handle this growth, because the people here are team-oriented thinkers. The only thing that slows us down is the availability of suitable employees. The number of annual graduates that fit our requirements is not large. BSI employees are simply a special breed.



Uwe Funk has been with BSI since nearly the very beginning. He joined BSI as an intern when the company was barely a year old and had only 20 employees and four clients (all of which are still clients today). Uwe was recommended for the position by his brother Dieter, who remained with BSI until this year when he left to work for Swiss Post. Uwe stayed – and today 168 people work with him at BSI.